

HANDOUT

Reflective Skills

Activity

Instructions: For each statement about your cultural awareness, knowledge, and skills, tick the statement in the column which represents your opinion about your abilities. You will be the only one who sees your answers unless you decide to share them with someone else. Be truthful.		Never	Sometimes / Occasionally	Fairly often / Well	Always / Very well
Value Diversity	I view human difference as positive and a cause for celebration.				
Know myself	I have a clear sense of my own ethnic, cultural, and racial identity.				
Share my culture	I am aware that to learn more about others I need to understand and be prepared to share my own culture.				
Be aware of areas of discomfort	I am aware of my discomfort when I encounter differences in race, colour, religion, sexual orientation, language, and ethnicity.				
Check my assumptions	I am aware of the assumptions that I hold about people of cultures different from my own.				
Challenge my stereotypes	I am aware of my stereotypes as they arise and have developed personal strategies for reducing the harm they cause.				
Reflect on how my culture forms my judgement	I am aware of how my cultural perspective influences my judgement about what are 'appropriate', 'normal', or 'superior' behaviours, values, and communication styles.				
Accept ambiguity	I accept that in cross cultural situations there can be uncertainty and that uncertainty can make me anxious. It can also mean that I do not respond.				

Be curious	I take any opportunity to put myself in places where I can learn about difference and create relationships.				
Aware of my privilege if I am White	If I am a White person working with a Person of Colour, I understand that I will likely be perceived as a person with power and racial privilege, and that I may not be seen as 'unbiased' or as an ally.				
Adapt to different situations	I am developing ways to interact respectfully and effectively with individuals and groups				
Challenge discriminatory and /or racist behaviour	I can effectively intervene when I observe others behaving in racist and/or discriminatory manner.				
Communicate across cultures	I can adapt my communication style to effectively communicate with people who communicate in ways that are different from my own.				
Seek out situations to expand my skills	I seek out people who challenge me to maintain and increase the cross -cultural skills I have.				
Become engaged	I am actively involved in initiatives, small or big, that promote understanding among members of diverse groups.				
Act respectfully in cross -cultural situations	I can act in ways that demonstrate respect for the culture and beliefs of others.				
Act as an ally	My colleagues who are immigrants or People of Colour consider me an ally and know that I will support them with culturally appropriate ways.				
Be adaptive	I know and use a variety of relationship building skills to create connections with people who are different from me.				
Use social media sensitively	I need to learn new competences in order to use social media and communicate sensitively in culturally different environments.				

Be flexible	I work hard to understand the perspectives of others and consult with my diverse colleagues about culturally respectful and appropriate courses of action.				
Gain from my mistakes	I will make mistakes and will learn from them.				
Assess the limits of my knowledge	I will recognize that my knowledge of certain cultural groups is limited and commit to creating opportunities to learn more.				
Ask questions	I will really listen to the answers before asking another question.				
Acknowledge the importance of difference	I know that differences in colour, culture, ethnicity etc. are important parts of an individual's identity which they value and so do I. I will not hide behind the claim of "colour blindness".				
Commit to life-long learning	I recognize that achieving cultural competence involves a commitment to learning over a lifetime.				
Understand the impact of racism, sexism, homophobia, . . .	I recognize that stereotypical attitudes and discriminatory actions can dehumanize, even encourage violence against individuals because of their membership in groups which are different from myself. This could happen in online but also in offline world.				
Know my limitations	I continue to develop my capacity for assessing areas where there are gaps my knowledge.				
The more points you have, the more culturally competent you are becoming.		1 point	2 points	3 points	4 points
The purpose of the rating scale is to help you assess your strengths and areas for improvement in your journey towards cultural competence. Keep in mind that cultural competence is a continuous and lifelong learning process . Max. points: 108					